

Outlook

THE UNIVERSITY OF MARYLAND FACULTY AND STAFF WEEKLY NEWSPAPER

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Fabulous at
Fifty,
page 3

Stellar Student
Employees,
page 7



Brody Public Policy Forum Features 'Two Women of Peace'

The Brody Public Policy Forum of the Maryland School of Public Affairs hosts an evening with "Two Women of Peace," Leah Rabin, widow of Israeli Prime Minister Yitzhak Rabin, and Jehan Sadat, widow of Egyptian President Anwar Sadat, on Thursday, April 29 in Tawes Theatre.

The program, sponsored in association with the Anwar Sadat Chair for Peace and Development, brings together these two remarkable women for an insightful and thoughtful exchange on their lives, their husbands and their countries. Georgie Anne Geyer, noted columnist, lecturer and author, will moderate the discussion which will be broadcast live by Maryland Public Television at 8 p.m. It will encore Sunday, May 2, at 11:30 a.m. and will air on public television stations nationwide beginning next month.

Both Rabin and Sadat will share perspectives on their very different, yet tragically similar lives and their continuing roles as advocates for



Leah Rabin with the late Israeli Prime Minister Yitzhak Rabin

served two terms as prime minister of Israel before his assassination in 1995. She is advising the formation of the Yitzhak Rabin Center in Tel Aviv to promote research and study. Additionally she has championed many charitable causes, including the Sheba Medical Center, the Tel Aviv Museum and efforts to support autistic children. She speaks out frequently as an unofficial ambassador for Israel.

Jehan Sadat is a senior associate at the Center for International Development and Conflict Management at the University of Maryland where she worked to establish the Anwar Sadat Chair for Peace and Development to further her husband's work. Sadat is also a devoted activist for women and the disadvantaged. She established the Wafa Wa Amal (Faith and Hope) Society in Egypt to serve disabled war veterans and civilians. She has been honored with the UNICEF Children's Champion Award and the Living Legacy Award of the Women's International Center. Sadat and Rabin, both widows of assassinated leaders, are advocates for global peace.

The Norman and Florence Brody Family Foundation Public Policy Forum was established in 1996 through a gift by the Brodys to the University of Maryland. The Brody Forum features talks and debates with prominent public policy figures to increase discussion and awareness of national and international issues.

For information and complimentary tickets, call the School of Public Affairs at 301-405-8060. Tickets are extremely limited and requests will be honored in the order received.



Jehan Sadat

world peace. Both have worked tirelessly to see their husbands' dreams of peace realized while struggling with the pain of their loss.

Having become influential women in the Middle East, their opinions on matters of politics, the role of women and the peace process are widely respected. Present at some of the most important events of the 20th century, their recollections offer an inside view of occurrences at some defining moments in recent history.

Leah Rabin, a resident of Tel Aviv, is vigilant in preserving the legacy of her husband who

Head of Kiplinger Organization to Address Investors Group

Knight Kiplinger, editor of *The Kiplinger Letter*, America's leading business forecasting publication, and editor-in-chief of *Kiplinger's Personal Finance Magazine*, will address the campus' Investors Group Wednesday, April 21 at noon in Room 4100D McKeldin Library.

In his last two books, "The New American Boom" (1986) and "America in the Global 90's" (1989), Kiplinger offered a bold vision of a resurgent U.S. economy in the 1990s. These judgments ran counter to pessimistic popular sentiment when published, but they turned out to be remarkably prescient. Investors who relied on Kiplinger's forecasts prospered mightily in the long expansion that followed.

Now in his most recent book, "World Boom Ahead" (published October 1998), Kiplinger broadens his lens to the next two decades and foresees a rapid and tumultuous change in global markets, the workplace and the structure of business. The next century will have pitfalls for the unprepared—but will be rich in opportunities for those who see the changes coming.

"This is the first speaker we have had of national importance who risks looking so far into the future," notes Gary Kraske, founder of the Investors Group. "His views are of great importance to members of our group who seek to incorporate a long-term view into their investing strategy."

Kiplinger has been a frequent guest on major television and radio programs such as "Wall Street Week with Louis Rukeyser," "The Today Show," "CBS This Morning," and "The Larry King Show." Kiplinger's magazine, the



Knight Kiplinger

first in the personal finance field, was founded in 1947 and today has a monthly circulation today of more than one million. The *Kiplinger Letter*, a weekly business forecasting service started in 1923, has nearly 300,000 subscribers.

Kiplinger's address will be followed by a book signing where attendees may purchase a copy of *World Boom Ahead*, with proceeds to go to the Friends of the Libraries.

The Investors Group is affiliated with the Friends of the Libraries and meets monthly to discuss issues related to personal finance and investing. Membership is free and open to all, whether affiliated with the university or not. Questions or comments should be directed to Gary Kraske, 405-9045, or via e-mail, gk13@umail.umd.edu.



"King Hussein was not merely a king but a father to Jordan, and his personal clout and great skills enabled him to advance unpopular causes and navigate the most challenging circumstances." —*Sibley Telbami, Anwar Sadat Chair for Peace and Development, in a eulogy for the late King Hussein of Jordan in the Feb. 7 Los Angeles Times.*

"Humans are now a relatively major component of life on Earth, and we can damage ecosystems quite intensively." —*Robert Constanza, professor in the Chesapeake Biological Laboratory, in a brief in the February edition of National Geographic about the economic importance of preserving green spaces.*

"Gravity's produced by mass - it's not produced by quantum mechanics. I can't see why you'd do an experiment based upon physics that are completely wrong." —*Physics professor Ho Paik, commenting on a proposed NASA plan to fund an "anti-gravity" machine in a story in the Birmingham (Eng.) Post on Feb. 9.*

"But while 'Star Wars' systems have yet to destroy a single missile, thousands of nuclear weapons once aimed at our cities have been destroyed by a piece of paper. Diplomacy may not provide as much macho satisfaction, but it's cost-effective." —*Physics professor Robert L. Park in a Feb. 15 New York Times op-ed piece criticizing the latest missile defense system proposal offered by the Clinton administration.*

"I think there is a cultural shift going on because of this that reaches beyond politics. People have had to examine how they discuss their government and leaders with their children, and not just because of Clinton, but because of all the other fallout. When guys like Bob Livingston and Henry Hyde are exposed, everyone is having to examine what fidelity means." —*Robin Gerber, senior fellow in the Burns Academy of Leadership, in a Feb. 13 Detroit Free Press story about the aftermath of the Clinton-Lewinsky scandal.*

"I think the mainstream press did under the circumstances a superior job, and they were also self-correcting. When someone made a mistake, there were so many people working on the story that immediately it was pointed out." —*Gene Roberts, professor of journalism, in a Feb. 16 Associated Press story about press coverage of the Clinton-Lewinsky scandal.*

"Cole's analysis of racial profiling is breathtaking. In his first chapter, 'Policing Race and Class' he outlines how racial variance in consent searches, pretextual stops, enforcement of minor laws having to do with 'quality of life' (such as laws forbidding panhandling), and the makeup of drug-courier profiles combine to create a two-tiered system of policing with two predictable sets of results." —*Katheryn K. Russell, associate professor of criminology in a review of David Cole's book "No Equal Justice," published in the Jan. 24 Palm Beach Daily News.*

"We have to do more than teach our kids to surf the Web. We have to teach them to make waves." —*Ben Schneiderman, head of the Human-Computer Interaction Laboratory, in a lengthy feature on his work in the March edition of Scientific American.*

"Maryland has more non-traditional agriculture and more alternative agriculture, like greenhouse and nursery operations" than most states. —*Marla McIntosh, associate dean in the College of Agriculture and Natural Resources, in a Feb. 18 Baltimore Sun story about Maryland's larger than average proportion of women farmers. McIntosh noted that 60 percent of the college's undergraduate students are women, just the reverse of the national average, "where 40 percent of the students in agriculture studies are women."*

Broadnax Named Dean of American University's Public Affairs School

American University selected Walter Broadnax as the new dean of its School of Public Affairs to succeed Acting Dean Bill LeoGrande and Neil Kerwin, who was chosen last year as AU's provost. Broadnax currently is professor of public policy and management, director of the Bureau of Governmental Research and chair of social policy concentration at the University of Maryland. He assumes his new post July 1.

"Professor Broadnax brings to his new position a record of outstanding accomplishments in academe and in public service," says Provost Neil Kerwin. "He is dedicated to assisting the School of Public Affairs reach even higher levels of accomplishment, to raising its visibility nationally and internationally while securing additional external support for the school. I am delighted that an individual of Dr. Broadnax's ability and stature will be the next dean of the School of Public Affairs."

Broadnax, who worked with by the Clinton Administration, served as Deputy Secretary and Chief Operating Office of the U.S. Department of Health and Human Services (HHS) from 1993-96. He was extensively involved in the effort to cut waste and improve efficiency in the agency and was particularly successful in improving customer service while streamlining the HHS work-

force. Broadnax also played a major role in welfare and health care reform efforts and has written extensively on the impact of these and other social reform movements on the nation's African-American population.

Prior to joining HHS, Broadnax was president of the Center for Governmental Research, a non-profit research and management consulting organization in Rochester, N.Y. He also has headed the New York State Civil Service Commission, a post that included management of the State Employee Health Service and the New York State Health Insurance Program. Broadnax served as Deputy Assistant Secretary of the U.S. Department of Health, Education and Welfare in the Carter administration.

He has considerable academic experience including six years with the John F. Kennedy School of Government at Harvard University. Broadnax also has served on the faculty of the University of Rochester and the Federal Executive Institute.

He earned his Ph.D. in public administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University. He received his master's degree from Kansas University and his bachelor's degree from Washburn University.

letter to the editor

To the Editor:

I am surprised to learn that "university officials" are uncritically embracing the graduate program's rankings published by *U.S. News and World Report*, when so many leaders in higher education, including many from those institutions that have received even higher ratings, have condemned the *U.S. News* ratings system and refused to be associated with it. I would suppose that a better measure of the quality of graduate or undergraduate education is its ability to distinguish between thoughtful evaluation and a mixture of puffery and gossip.

Adam Yarmolinsky
UMBC
yarmolin@umbc.edu

Tragic Cultures

The department of French & Italian will present a colloquium titled "Cultures of the Tragic" April 23 and 24. The colloquium commemorates the 300th anniversary of the death of Jean Racine, France's greatest tragic dramatist.

Speakers include Georges Forestier (Paris-IV Sorbonne) on Racine, Stephen Scully (Boston University) on Greek Tragedy, Lois Potter (University of Delaware) on Elizabethan tragedy, Goran Stockenström (University of Minnesota) on Strindberg, Peter Beicken (University of Maryland) on German 18th century tragedy, and Herve Camangne (UMCP) on French Renaissance tragedy.

The April 23 presentations are in the Nyumburu Center, and the April 24 meeting in St. Mary's Hall (Language House.) For further information, e-mail William MacBain <wm1@umail.umd.edu>.

Editor's Note: Effective this issue, I will be on maternity leave, and will not be returning until after the semester's end. In my absence, Janet Chismar, former assistant editor of *Outlook* and media relations specialist in the Office of University Relations, will be serving as acting editor of *Outlook*.

For those of you who were on campus three years ago, you may remember Janet served in the same capacity during my previous maternity leave. Because she is so familiar with the campus and with this publication, we are fortunate she was available to do the job again.

Janet will be working out of my office, and can be reached at my phone number: 405-4629 or via my e-mail address: jhawes@accmail.umd.edu. Whether you have questions, concerns, or story ideas, please feel free to contact her.

In addition, Assistant Editor Londa Scott Forté, as always, is available to assist you with issues regarding *Outlook*. Many of you already know Londa or have spoken with her. She can be reached at 405-7615 or via e-mail at lscott@accmail.umd.edu.

As I trade the "glamorous" life of a newspaper editor with weekly deadlines and piles of proofreading for the reality of wet diapers and 2 a.m. feedings, I know the paper is in good hands. Happy reading.

—JENNIFER HAWES
OUTLOOK EDITOR

Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. **William Destler**, Interim Vice President for University Advancement; **Teresa Flannery**, Executive Director of University Communications and Director of Marketing; **George Cathcart**, Executive Editor; **Jennifer Hawes**, Editor; **Londa Scott Forté**, Assistant Editor; **Valshali Honawar**, Graduate Assistant; **Phillip Wirtz**, Editorial Intern. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@accmail.umd.edu; fax (301) 314-9344. Outlook can be found online at www.inform.umd.edu/outlook/

Fifty Glorious Years

Center for Young Children Celebrates 50th Anniversary on Campus

Saturday, April 24, the university celebrates Maryland Day 1999-Explore Our World at an Open House highlighting all the university has to offer. The staff, faculty, teachers and children of the Center for Young Children (CYC) are also taking part by celebrating 50 glorious years of the nurturing and teaching of young children at the University of Maryland.

Edna McNaughton, head of the department of nursery school education for the university in the 1930s, was the first to champion the cause for a nursery program at the university. The "Nursery School" has evolved into today's vibrant program at the CYC, located on Valley Drive.

During its humble beginnings, the budget for the Nursery School was about \$9,300 (mainly for salaries). Over the years the school had been housed in a variety of locations including "the Gulch," an affectionate term used for the buildings located behind the South Hill Dining Hall.

A total of 140 boys and girls were first enrolled at the Nursery School, which was a part-time program with tuition ranging from \$5 to \$12.50 per month. Now a nationally accredited child development center, with a new facility located near the Campus Recreation Center, the CYC has a full-time enrollment of 110 children from all over the United States and many countries.

First Lady Hillary Rodham Clinton has visited the center, which is nationally recognized as the standard for quality child care and teaching for young children, while studying the child care issue in this country. Fully staffed by professional teachers with degrees in early childhood education, the center also serves as a teaching facility for undergraduates in the College of Education and as a research facility for the study of child development and linguistics.

As would be expected, tuition has risen over the years - it is now based upon a sliding fee scale. University staff, faculty and students are welcome to enroll their children at the CYC, as are those with no university affiliation, as space permits.

The CYC community invites all members of the university community to join us from 1 to 4 p.m. on Maryland Day and celebrate the cultures and tradi-



Children and teachers from the CYC in the 1950s. The school was then simply called the "Nursery School." Over the years the nursery school evolved to the Center for Young Children, a full-time program for children of staff, faculty and students.

tions that make our families, teachers and staff so special. This open house and reunion of parents, teachers and "Li'l Terrapin" alumni also features a silent auction and a Taste of CYC International Dinner (from 4 to 6 p.m.). Tickets for the dinner are only \$1 per portion and will be sold at the door. Proceeds from the auction and dinner benefit the CYC Scholarship Fund.

The Center for Young Children is located in

Building 381, on Valley Drive next to the Campus Recreation Center. If you have questions, please call 405-3168.

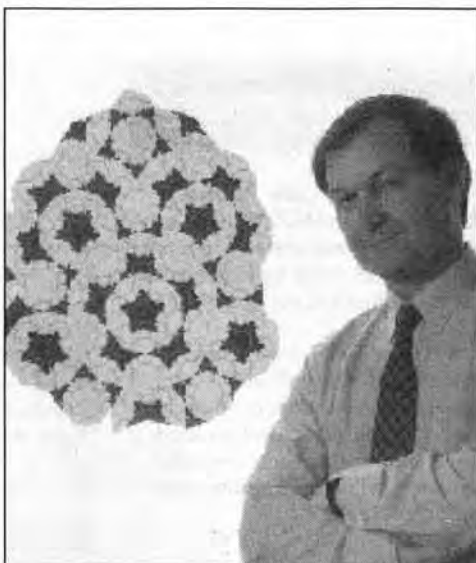
—MARY COLLINS
CENTER FOR YOUNG CHILDREN PTA

Sir Roger Penrose Reveals Sciences' Missing Link

Sir Roger Penrose, Rouse Ball Professor of Mathematics, University of Oxford, discusses "A Missing Link in the Science of the 20th Century," Monday, April 26, as the featured speaker for the Graduate School's Distinguished Lecturer Series. His 4 p.m. talk will be in Room 1412 of the Physics Building.

Penrose is a mathematician best known for his popular books on physics and the mind, and for his fundamental work on general relativity theory. But his fascination with geometry has led to the discovery of the intriguing "Penrose tiles," whose unexpected properties are still being investigated.

His discovery in 1964 that a collapsing star must, after a certain point, con-



Sir Roger Penrose

tinue its collapse to infinite density (irrespective of symmetry assumptions) showed that black holes are a clear implication of Einstein's general relativity. His cosmic censorship hypothesis of 1969 suggested that such infinite density regions are always hidden from an outside observer.

Penrose's proof of singularity in the early 1960s caught Stephen Hawking's eye just in time for his graduate thesis. So in 1965 Hawking began collaborating with Penrose and, for the next three years, the two men worked on singularities, as well as the structure of space and time. Thus began Hawking's career.

Penrose has developed twistor geometry, a system that places the two fundamental theories of 20th century physics on the same mathematical basis and thereby provides a new language for a description of the universe. He has also proposed a

Penrose has developed twistor geometry, a system which places the two fundamental theories of 20th century physics on the same mathematical basis and thereby provides a new language for a description of the universe.

scheme whereby the limits of quantum theory may be experimentally probed.

He won the 1988 Wolf Prize, which he shared with Stephen Hawking, for their understanding of the universe, the Dannie Heinemann Prize, the Royal Society Royal Medal, the Dirac Medal, and the Albert Einstein prize. His 1989 book "The Emperor's New Mind," dealing with the science of consciousness,

became a best-seller and won the 1990 (now Rhone-Poulenc) Science Book Prize. His latest books are Shadows of the Mind (1994), The Nature of Space and Time (1996) with Stephen Hawking, and The Large, the Small and the Human Mind (1997).

In 1994 he was knighted for his services to science.

dateline maryland

Your Guide to University Events
April 13 -22

April 13

☞ Noon. "Maryland/Metropolitan Area Teacher Interviewing Consortium." An opportunity for individuals to interview with school districts around the country for full-time positions during the 1999-2000 school year. Open to all majors. Candidates must pre-register. Grand Ballroom, Stamp Student Union.

☞ Noon. Libraries' User Education Services: "Web of Science: Science Citation Index," explores how to use the Web-based Science Citation Index (SCI) database. ISI's Journal Citation Report is also featured. 4135 McKeldin Library. <www.lib.umd.edu/UMCP/UES/seminar-f.html> 5-9070.

☞ 2 p.m. "Web Clinic." Computer & Space Science Bldg. <www.inform.umd.edu/WebClinics.>

☞ 4 p.m. Physics Colloquia: "State of the Universe Report," Joel Primack, University of California, Santa Cruz. 1410 Physics Bldg. 5-3401.

☞ 5 p.m. School of Music: "20th Century Ensemble," presents a concert of new music. Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

☞ 5:30-8 p.m. Dingman Center for Entrepreneurship: "How to Retain and Incentivize your Key Employees," will review the different methods entrepreneurs can use to motivate and incentivize their employees. Hilton McLean Tysons Corner. 5-2144.*

☞ 6-9 p.m. Peer Training Seminar: "Advance HTML," takes a more advanced look at HTML coding. 4404 Computer & Space Sciences Bldg. <www.inform.umd.edu/PT> 5-2940.*

☞ 8 p.m. "Maryland Dance Ensemble," a program of student choreography and performance featuring a new work created by Li Chiao-Ping, Dorothy Madden Theater, Dance Bldg. 5-3198.*

April 14

☞ Noon. Counseling Center's Research and Development Meetings: "Acculturation, Clinical Self-efficacy and the Role Between International and U.S. Graduate Psychology Students," Johanna Nilsson, Counseling Center. 0106-0114 Shoemaker Bldg.

☞ 4 p.m. Astronomy Colloquium with guest speakers Alexander Nindos and Friedrich Wyrowski. 2400 Computer & Space Sciences Bldg.

☞ 6-9 p.m. Peer Training: "Internet Technologies" introduces technology such as FTP, newsgroup, attachments, etc. 4404 Computer & Space Sciences Bldg. 5-2940.*

☞ 7:30 p.m. School of Music: "Third Annual Invitational Jazz Showcase," featuring the big band sounds of the Jazz Ensembles. Colony Ballroom, Stamp Student Union. 5-5519.

☞ 8 p.m. "Maryland Dance Ensemble," a program of student choreography and performance featuring a new work created by Li Chiao-Ping, Dorothy Madden Theater, Dance Bldg. 5-3198.*

April 15

☞ 9:45 a.m. University Theatre: "Cyrano de Bergerac," by Edmond Rostand. The timeless romance of the eloquent and witty Cyrano and his undying devotion to the beautiful Roxanne. Tawes Fine Arts Bldg. 5-2201.*

☞ Noon. Libraries' User Education Services: "Web of Science: Science Citation Index," explores how to use the Web-based Science Citation Index (SCI) database. ISI's Journal Citation Report is also featured. 0312 Engineering Bldg. 5-9070.

☞ 3:30 p.m. Africa and the Americas: "The Black Male in the United States," panel discussion with Ronald Taylor, Kathryn Russell and Walter Sallee. Atrium, Stamp Student Union. 5-4305.

☞ 3:30 p.m. Meteorology Seminar: "Constellation Observing System for Meteorology, Ionosphere and Climate—Cosmic: an Overview," Ying-Hwa Kuo, director of COSMIC Project. 2400 Computer & Space Sciences Bldg. 5-5392.

☞ 4 p.m. The Mary Shorb Lecture Series/ Graduate Program in Nutrition: "Complimentary Medicine

Opera Week



April 27 - May 1

The Maryland Opera studio presents its annual Opera Week from April 27 through May 1.

All events take place in Ulrich Recital Hall and are free with no tickets required. There are three distinct programs that will each be presented twice:

- April 27, 12:30 p.m. and April 28, 8 p.m. - A program of opera scenes with a dance and combat demonstration. Works by Puccini, Donizetti, Massenet and Floyd will be performed.
- April 27, 8 p.m. and April 30, 8 p.m. - Two performances of Mozart's *La finta giardiniera*, directed by Nick Olcott.
- April 28, 5 p.m. and May 1, 8 p.m. - A program of scenes from Handel's *Partenope*, directed by Nick Olcott and scenes from Operetta Repertoire, directed by Heinar Piller. Selections from the *Merry Widow* and *Land of Smiles*, *Orpheus and the Underworld*, *Countess Mariza* and *Vienna City of My Dreams* will be performed.

For more information, call 405-1150.

and Nutrition: Weighing the Options," Judith S. Stern of University of California, Davis. 0408 Lecture Hall, Animal Sciences & Ag Engineering Bldg.

☞ 6-9 p.m. Peer Training: "Introduction to Adobe PageMaker." This class provides an introduction to the elements involved in designing effective and professional looking presentations. 4404 Computer & Space Sciences Bldg. <www.inform.umd.edu/PT> 5-2940.*

☞ 8 p.m. "Maryland Dance Ensemble," a program of student choreography and performance featuring a new work created by Li Chiao-Ping, Dorothy Madden Theater, Dance Bldg. 5-3198.*

April 16

☞ 1 p.m. Department of Materials and Nuclear Engineering: "A TEM Study of GaN Films Grown on A-Plane Sapphire by MOCVD," Mark Twigg, Naval Research Laboratory. 2110 Chemical & Nuclear Engineering Bldg.

☞ 1:30-3:30 p.m. User Education Services: "Cyber Tools in Education." Education researchers are invited to discover the latest cyber tools in education, such as electronic resources, pdf and more. Please see website to register. 4135 McKeldin Library. 5-9070.

☞ 8 p.m. Maryland Dance Ensemble. A program of student choreography and performance featuring a new work created by Li Chiao-Ping, Dorothy Madden Theater/Dance Bldg. 5-3198.*

☞ 8-10 p.m. Concert Society: "Anonymous 4 & Lionheart." Two of the world's most renowned a cappella early music ensembles perform the music of Johannes Ockeghem. Pre-concert seminar 6 p.m. Washington National Cathedral. 403-4240.*

☞ 8-10 p.m. University Theatre: "Twelfth Night" by William Shakespeare. A soap opera of disguises, love triangles, fools and madness. One of Shakespeare's most popular laugh-out-loud comedies. Tawes Fine Arts Bldg. 5-2201.*

April 17

☞ All day. "Mid-Atlantic Russian High School Olympiads. Please join Russian faculty and students in hosting this special event for high school students. Volunteers needed. 5-4243.

☞ 8-10 p.m. University Theatre: "Twelfth Night" by William Shakespeare. A soap opera of disguises, love triangles, fools and madness. One of Shakespeare's most popular laugh-out-loud comedies. Tawes Fine Arts Bldg. 5-2201.*

April 18

☞ 2-4 p.m. University Theatre: "Twelfth Night" by William Shakespeare. A soap opera of disguises, love triangles, fools and madness. One of Shakespeare's most popular laugh-out-loud comedies. Tawes Fine Arts Bldg. 5-2201.*

☞ 5-6 p.m. IGCA China Seminar: "The Shaping of Chinese Culture: Tradition and Transition," Cho-yun Hsu, University of Pittsburgh. 0106 Key Hall. 5-0213.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*). Calendar information for Outlook is compiled from a combination of inform's calendars and submissions to the Outlook office. To reach the calendar editor, call 405-7615 or e-mail outlook@accmail.umd.edu.

April 19

2-3 p.m. "How to Access TERP Online Workshops." Multi-Purpose Room, Holzapfel Hall. 4-7225.

2-4 p.m. Africa and the Americas Film Presentation: "Seven Lightnings over California: Don Daniel, A Palero in Los Angeles." Multipurpose Room, St. Mary's Hall. 5-4305.

4-5:30 p.m. Mini-Center for Teaching Interdisciplinary Studies of Culture and Society: "Electronic Storytelling: The Digital Narrative," Mitchell Lifton, Comparative Literature. 3140 Engineering Bldg.

6-9 p.m. Peer Training Program: "Intermediate Microsoft Excel." Moves beyond the Introduction to Excel's basics. 4404 Computer & Space Sciences Bldg. 5-2940.*

April 20

3:30 p.m. Africa and the Americas: "Orality and Literacy in Afro-Cuban Religion." 1117 Francis Scott Key Bldg. 5-4305.

4 p.m. Physics Department: "Where Does Friction Come From?" Mark Robbins, John Hopkins University. 1410 Physics Bldg. 5-3401.

4 p.m. Asian American Heritage Month: "Do Asian Americans Have Class or Clout in Popular Culture," John Cheng, history department, George Mason University. Maryland Room, Marie Mount Hall. 5-5358.

6-9 p.m. Peer Training Program: "Introduction to Adobe PhotoShop." This class introduces the industry benchmark graphic manipulation package. 4404 Computer & Space Sciences Bldg. 5-2940.*

8 p.m. School of Music: "Symphonic Wind Ensemble." Conducted by John E. Wakefield. Grand Ballroom, Stamp Student Union. 5-5542.

April 21

11:30 a.m.-12:30 p.m. "How to Access TERP Online Workshops." Multi-Purpose Room, Holzapfel Hall. 4-7225.

Noon-1 p.m. Research & Development Presentations: "Religion and Counseling," Sutha Veerasamy, graduate research assistant, and William Sedlacek, assistant director. 0106-0114 Shoemaker Bldg.

4-5 p.m. Department of Astronomy. Speaker: Philip Mannheim, University of Connecticut. 2400 Computer & Space Sciences Bldg.

April 22

10 a.m.-4 p.m. "Spring Job Fair." This fair will provide an opportunity for students to meet with and gather information from up to 180 employers from corporate, government, and non-profit sectors to discuss possible full-time, part-time, internship, co-op and summer job opportunities. For employer information, access TERP Online. Cole Field House. 4-7225.

3:30 p.m. Department of Meteorology: "A Case in Forensic Meteorology," Jim Meyer. 2400 Computer & Space Sciences Bldg.

3:30-5 p.m. User Education Services: "Where in the World? Maps on the Web." Learn how to use your Web browser as an online atlas. This seminar is for anyone with an interest in using the Web as a cartographic resource. Please see website to register. 4133 McKeldin Library. 5-9070.

4 p.m. CHPS Colloquium Series: "Constructing and Testing Mechanisms in Molecular and Developmental Biology," Sylvia Culp, Western Michigan University. 1117 Key Bldg.

4:30 p.m. Leveraging Corporate Knowledge Series: "Structuring the Information Age Organization," Robert Zmud, University of Oklahoma discusses how to configure your organization's processes and infrastructure to capitalize on new business opportunities. Van Munching Hall. Registration required. 5-2308.

4:30-7:30 p.m. Peer Training Program: "Intermediate HTML." This class takes a more in-depth look at web page construction. 4404 Computer & Space Sciences Bldg. 5-2940.*

Farewell Finale

Join Director Paul Traver and the University of Maryland Chorus for their final performance of the season, Sunday, April 25, at 4 p.m. in Memorial Chapel. The concert also marks Traver's final performance with the Chorus, which he founded in 1967. He is retiring as music director at the end of this season.

The April 25 program features Orff's "Carmina Burana," and Bernstein's "Chichester Psalms." Soloists include Linda Mabbs, sopra-

no; Robert Petillo, tenor; Roger Isaacs, countertenor, and Steve Rainbolt, baritone, with the University of Maryland Percussion Ensemble and the Maryland Boy Choir.

Tickets are \$10, \$16, \$21 and \$25. Discounts are available for University of Maryland students, faculty and staff and senior citizens (65+).

For more information or to reserve tickets, call the Maryland Chorus Box Office at 405-5568.



Paul Traver and the Maryland Chorus

Service Learning Conversation with CTE

The Center for Teaching Excellence presents a Teaching and Learning Conversation, "Service Learning: Connecting Community and Curriculum," Monday, April 26 from 3-4:30 p.m. in Room 3237 Benjamin Building. All members of the community interested in teaching and learning are invited. Light refreshments will be served.

Service learning is the integration of community service and academic coursework. Judith Paterson (journalism) will describe a one-semester literary journalism course in which her students explored a developmental issue through



60 hours of community service and related reflection. Lois Vietri (College Park Scholars in International Studies) and some of her students will

discuss a 1999 winterterm course/trip to Vietnam that involved students in service-learning projects at the Hanoi Plastic Surgery Center. Karen O'Brien (psychology) will outline her plans for a two-semester course sequence in which psychology students will serve as advocates for battered women.

Please RSVP Lisa Solomon by phone at 405-9980, by e-mail at ls209@umail.umd.edu, or online at <www.inform.umd.edu/CTE/rsvp/html>.

African-Americans at the Crossroads

The planning committee of the 12th annual Black Faculty and Staff Association Conference invites you to submit a proposal that explores issues relating to the theme: "African-Americans at the Crossroads of Change: Where We Go from Here?" The conference takes place June 7 at the Holiday Inn, College Park. Deadline for papers is April 26.

Preferences will be given to proposals that are closely related to the theme and sub-topic areas, which include Careers and Continuing Education, Our Significant Others—Managing the Important Relationships in Our Lives, My Spiritual Self—Faith in God, The Law vs. The Black Community, and Personal Finance. The committee is interested in programs that will foster interactive participation from the audience.

Please submit four copies of a 200-word description in hard copy and on a diskette in Microsoft Word or WordPerfect format, a 50-word camera-ready abstract for the printed program, and a copy of your resume to: Darcelle Wilson, 3125 Lee Building.

For more information contact Wilson at 405-6644.

1998-99 Faculty Ombuds Officer Report by Arnold Medvene

Simply stated, the goal of the Ombuds Officer is to help people make decisions together. To be successful in negotiating a dispute, the parties in conflict have to accept full responsibility for the decision-making, have to understand as completely as possible the context and consequences of the decisions to be made, and have to deal directly with each other. All disputes are matters of human relationships and all relationships, when one looks closely at what they comprise, are almost unbelievably complex.

Unresolved conflict often paralyzes people and makes them enemies which harms everyone in the academy. Productivity wanes, creativity is stifled, dreams shatter and civility is forgotten.

A central task of the ombuds office is increasing campus communication, humanizing the environment, and decreasing individuals' feelings of disenfranchisement from the community. An essential aspect of conflict management negotiation is the desirability of preserving the relationship between the parties even though they may differ on the substance of their dispute. For people who deal with one another again and again, as in our system, maintaining credibility and trust may be as important as obtaining any particular substantive gain. People are more important than disputes.

Some hints for dealing with conflicts on a one-to-one basis are:

1. **Take Time to Cool Off.** Issues can't be dealt with until emotions are worked through. The process of conflict resolution is as important as the content. A resolution where one party is the winner and the other party is the loser is no resolution.

2. **Think About The Person As a Person.** This helps to break down role stereotypes.

3. **Know Your Aim.** Knowing what is important to you in the conflict and stating it clearly makes it more likely that your needs will be met and that the conflict will be resolved.

4. **Try to Understand What the Other Person Is Saying.** Listening, paraphrasing and good feedback show concern for the other person which, in turn, facilitates communication, defuses conflict and lowers tension.

5. **Find Something You Can Agree On** as a base from which to work through the problem.

6. **Be Specific When You Introduce a Gripe.** Don't just generally complain. Ask for reasonable change that will relieve gripes. Confine yourself to one issue at a time.

7. **Ask For And Give Feedback Of Major Points** to make sure you are heard and to assure the other person that you understand what he/she

wants.

8. **Never Assume** that you know what the other is thinking until you have checked out the assumption. Do not predict how she or he will react or what she or he will accept or reject.

9. **Forget The Past And Stay With The Here and Now.** Changes can't be retroactive, but you can have an impact on the future.

Negotiation, the process of working out how to get from a problem to a solution involves communication and give and take. It requires a beginning understanding of two points of view and the ability to see how different aspects of a disagreement relate to each other. All of this is often extremely difficult for people in the midst of a conflictual experience. Successful negotiation involves back and forth communication designed to reach an agreement when both sides have some interests that are shared and others that are opposed. Some helpful suggestions about better communication when trying to resolve a problem are:

1. **Talk directly:** Assuming that there is no threat of physical violence, talk directly to the person with whom you have the problem. Direct conversation is much more effective than sending a letter, banging on the wall, throwing a rock, or complaining to everyone else.

2. **Choose a good time:** Plan to talk to the other person at the right time and allow yourselves enough time for a thorough discussion. Don't start talking about the conflict just as the other person is leaving work, after you have had a terrible day, or right before you have an important meeting. Try to talk in a quiet place where you can both be comfortable and undisturbed for as long as the discussion takes.

3. **Plan ahead:** Think out what you want to say ahead of time. State clearly what the problem is and how it affects you.

4. **Don't blame or name-call:** Antagonizing the other person only makes it harder for him or her to hear you. Don't blame the other person for everything or begin the conversation with your opinion of what should be done.

5. **Give information:** Don't interpret the other person's behavior: "You are giving me late afternoon classes on purpose just to make me mad!" Instead give information about your own feelings: "When you give me late classes I get angry because I can't get to my child's school on time and am always late."

6. **Listen:** Give the other person a chance to tell his or her side of the conflict completely. Relax and listen; try to learn how the other person feels.

7. **Show that you are listening:**



Arnold Medvene

Although you may not agree with what is being said, tell the other person that you hear him or her and are glad that you are discussing the problem together.

8. **Talk it all through:** Once you start, get all of the issues and feelings out into the open. Don't leave out the part that seems too "difficult" to discuss or too "insignificant" to be important. Your solution will work best if all issues are discussed thoroughly.

9. **Work on a solution:** When you have reached this point in the discussion, start working on a solution. Two or more people cooperating are much more effective than one person telling another to change. Be specific: "I will turn my music off at midnight" is better than a vague, "I won't play loud music anymore."

10. **Follow through:** Agree to check with each other at specific times to make sure that the agreement is still working....then really do it!

As the university world becomes increasingly complex more occasions require negotiation. Creating just and long lasting agreements require the key elements of cooperation, time, and continuing effort. With these elements in place the likelihood of maximizing the parties joint gains are vastly enhanced, and a win-win negotiation is the likely outcome. Several common laws of human behavior are: people do not like to be told what to do; people do not like to apologize; and people tend to carry out only those decisions they have helped formulate. Therefore, as the parties empower themselves in the negotiation process and feel more "whole" than fragmented, self respect increases and there is less desire to 'destroy the other'. There is then movement toward a willingness to discuss areas of disagreement, give information, listen, talk it all through, work on solutions and follow through.

The categories of faculty concerns in the 47 cases responded to in the 1998-99 academic year are:

1. Equity concerns i.e., salary.

2. Contract policies.

3. Due process.

4. Faculty relationships.

5. Faculty and administrator relationships.

6. Evaluation and assessment policies and procedures.

7. Work environment.

8. Institutional responsiveness.

9. Departmental rules of governance.

10. Grant policies and procedures.

Due to the confidential nature of each grievance it is impossible to report on specific conclusions arrived at between the parties. However, all cases have resulted in a written summary of agreement or a continuation of the mediation process. A memorandum of agreement is a document signed by all parties to the dispute that states all the provisions agreed upon during the mediation process. This means that in nearly all cases brought to the ombud's officer the parties have been able to reach a satisfactory solution.

My years as faculty ombuds officer have been exciting and rewarding. I want to publicly thank the faculty, chairs, deans, provost's office and the president's office for their support and guidance. I am especially grateful to Marie Davidson for her unwavering support for the ombuds position as well as her wisdom and wit during our work together.

Smith School's Lotus Notes Template Makes Learning Business a Cinch

At the R. H. Smith School of Business, students' satchels must be pretty light and their feet well rested.

After all, they don't need to carry around their syllabi with them for most classes. Nor do they really need to carry notebooks or even pens. And then again, they don't even need to walk down to the professor's office if they need to discuss something important.

Thanks to a Lotus Notes course template specially developed for the school by Sunil Hazari, faculty research associate at the school, students can do almost all course-related work and access course material with the flick of a computer key. "Our professors can put all course materials online without needing even basic html skills," Hazari says.

The template has become so popular since he first introduced it a year ago, he says, that more than

100 courses have used it this academic year. "I get queries all the time from universities within the country and abroad which are interesting in developing similar templates for their courses," he adds.

Lotus Notes template performs many things that can be done by Web CT, used throughout the university, Hazari says, but is far less complicated. "Faculty who want to use Web CT have to be specially trained; we found that faculty were not willing to put in this extra time to get the basics."

The Lotus Notes template, on the other hand, uses a simple Windows-based software that anyone can use. "Our [senior associate] dean, Judy Olian, was one of the first faculty members I trained in the use of this template," Hazari says. "She was wary about using a very complicated

program, but found this one very easy to handle."

What's more, Lotus Notes can be used for a variety of course-related activities, says Hazari, to e-mail students and faculty, reserve classrooms in the building, disseminate readings, assignments, etc., and to conduct class discussion groups, among other things.

"Students don't even have to take notes in class as professors put them out online. This means they can concentrate on the discussion in class," he says. "It gives students an opportunity for self-directed learning."

Even tests can be conducted using Lotus Notes template and students can get their scores immediately. They can also send anonymous comments to professors and conduct informal evaluations, helping in the development of the course.

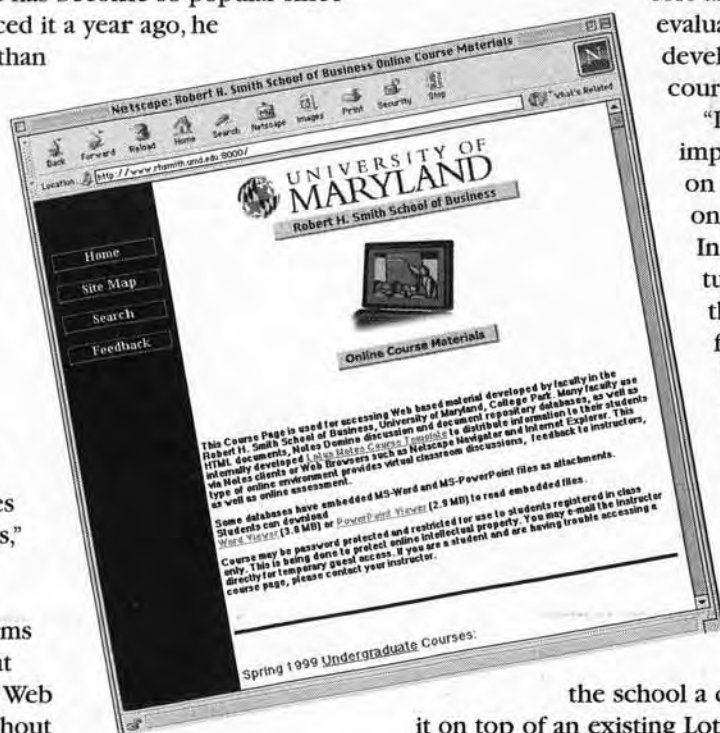
"It is also easier to implement new features on Lotus Notes than it is on Web CT," Hazari says. In addition, certain features can be built into the program to suit faculty members.

"Some of our faculty wanted access to their discussion groups password protected, and we could easily do that."

What's more, the entire program hasn't cost

the school a cent because "we built it on top of an existing Lotus Notes program we already had within the school," Hazari says.

While the Lotus Notes template is not yet being used in other colleges through the university, Hazari intends to give a talk regarding its benefits at a Regional User Services Conference at University College on April 15, and a Teaching with Technology conference on April 30. More information about the Lotus Notes template and online courses can be found at <<http://www.rhsmith.umd.edu:8000>>.



Student Employee and Employer of the Year Honored



Award winners accompanied by their nominators and Career Center staff members.

The Career Center wrapped up National Student Employee Week with a ceremony to recognize the contributions of student employees on campus.

In an awards ceremony held last Thursday, the center named David James of the University of Maryland Police Department as Outstanding Student Employee of the Year. Jason Kahn, assistant professor of chemistry and biochemistry, was named Student Employer of the Year. The winners were chosen by a review team and selected from more than 60 nominees.

Linda Gast, Career Center director, says student employment is an integral aspect of education at the university. "Students gain very valuable skills from the workplace and for the future."

James was noted for his tireless work ethic and dedication to the police department. Kahn was recognized as a supportive employer who fosters the professional development of his students.



Student Employer of the Year: Jason Kahn



Student Employee of the Year: David James

Local Middle and High School Students Present Scientific Research Projects

A group of Kettering Middle School and Paint Branch High School students will get a taste of what it's like to be a scientist by making formal presentations of their research projects. The event, which is modeled on professional scientific conferences, is the culmination of a four-part learning experience cosponsored by the American Institute of Physics (AIP) and NSF-Materials Research Science and Engineering Center (MRSEC) at the University of Maryland.

In preparation for the conference, students conducted an experiment, participated in a workshop on scientific writing and presentation, and had two one-on-one meetings with mentors to refine content and develop computer skills to enhance the presentation of (scientific inquiry) projects. The conference, which is part of a larger NSF-MRSEC education outreach project that connects scientists with local teachers and students, has many benefits, one of

which is helping to prepare tomorrow's technology workforce.

Over the past year, Maryland physicists, chemists and engineers have worked directly with students to mentor, demonstrate and assess science projects.

"The idea is to inspire future scientists and engineers by communicating the excitement and usefulness of research," says Ellen Williams, director of MRSEC. One underlying focus of the activities is to encourage adolescents to explore opportunities in scientific fields.

"It's a win-win situation," Williams says. "The students benefit and our scientists are discovering the satisfaction that comes from helping teachers and students better understand scientific inquiry in and beyond the classroom."

The students will present their projects April 20 to parents, peers and teachers at the American Center for Physics in College Park.

Student Services and Distance Education

You are invited to participate in a free satellite teleconference on student services and distance education "The Third Element: Student Services for Distance and Distributed Learning" on Thursday, April 15, from 3-4:30 p.m. The live broadcast can be viewed in Room 4210P of Hornbake Library or Channel 10 of campus cable. A tape of the broadcast will also be available for check-out following the event from NonPrint Media Services in Hornbake Library.

More information is available from <www.umd.edu/NEThics/event.html>. This program is brought to you by Project NEThics in the Office of Information Technology and NonPrint Media Services of the University of Maryland Libraries.

for your interest

events • lectures • seminars • awards • etc.

Developing Wisdom

The University Honors program invites faculty and staff to a lunchtime discussion Thursday, April 15, from 12:30-2 p.m. in Anne Arundel Lounge. A light lunch will be served.

Scott Brown, of Resident Life and the College of Education, leads off the discussion with some reflections on "Learning Across Campus, Learning Across Life: How College Facilitates the Development of Wisdom." We look forward to a lively discussion.

Please call Kathy Staudt in Honors, at 405-1102 or e-mail ks145@umail.umd.edu, to register and reserve lunch.

Japanese Workshop

The Libraries are sponsoring a workshop for faculty and graduate students that provides hands-on training for researchers who wish to search for Japanese language materials in the OCLC online union catalog. The workshop, presented by Japanese cataloger Kenneth Tanaka, is offered Wednesday, April 14, from 1:30-3 p.m. in Room 4135 McKeldin Library.

Participants can expect to learn about the OCLC database, particularly, the CJK subset, receive an introduction to romanization schemes used for the Japanese language in the U.S., and become familiar with basic CJK searching techniques.

The workshop is free, however, advance registration is required by completing the online registration form at www.lib.umd.edu/UMCP/UES/seminar-f.html. Other Spring '99 "Electronic Resource Seminars for Faculty and Graduate students" are listed at www.lib.umd.edu/UMCP/UES/seminar.html.

Innovative Arts Education

The 1999 Charles Fowler Colloquium on Innovation in Arts Education, "Enlightened Advocacy: Implications of Research for Arts Education Policy and Practice," takes place Friday, April 16-Saturday, April 17, at the University College Inn and Conference Center. Featuring five nationally recognized experts in arts education policy and research, the 1999 Fowler Colloquium is a forum for current thought on the scope of research in arts education; recent arts education research studies, the use of research results in arts education policies, and priority issues in arts educa-

tion research for the next decade.

The colloquium is sponsored by the Charles Fowler Fund, College of Arts and Humanities, Maryland Center for the Performing Arts, School of Music, Rose Marie Grentzer Fund, Prince George's County Arts Council, and Spartan Plumbing Company.

For more information, visit the Colloquium Web site at www.lib.umd.edu/UMCP/MUSIC/Fowler99.html or contact Bonnie Jo Dopp, curator of special collections, Performing Arts Library at 405-9256 or by e-mail at bd55@umail.umd.edu.

Knowledge Management

Patricia S. Foy, director of knowl-

edge services for Price Waterhouse Coopers, discusses "Knowledge Management: Basic Concepts, Practical Applications," Monday, April 26, from 12:15 to 1 p.m. in Room 0109 Hornbake. Foy is an expert on knowledge management. Her presentation is sponsored by the College of Library and Information Services.

Knowledge management offers new strategies for drawing on both the tacit knowledge of employees and the explicit knowledge in organizations' information systems. The lecture will discuss the fundamentals of KM, analyze its rising popularity and assess its implications for organizations and information professionals.

Advanced Microsoft Word Training

Thursday, April 15, from 9 a.m.-4 p.m., the Office of Information Technology offers faculty/staff training in Advanced Microsoft Word 97. The training is in Room 4404 Computer and Space Sciences Building.

There is a fee of \$110 for training and course materials. A full course description (including advanced table and spreadsheet integration and macros) and web-based preregistration are available at www.inform.umd.edu/ShortCourses.

Questions about course content can be directed to oittraining@umail.umd.edu; questions about registration can be directed to the aITs Library at 405-4261.

Dance Ensemble

The department of dance proudly presents an adjudicated concert of dance works Monday, April 12, through Friday, April 16, at 8 p.m. in the Dorothy Madden Theater/Dance Building. The program features a new work, "Speaker of the House" by New York choreographer Terry Creach. Also included in the program is a solo, "High Swan Dive," based on the painting by H. C. Westermann.

prior authorization from the workshop organizer. The cost is \$50 (if not registered for Symposium) and \$30 (with registration for symposium).

The symposium and open house will be held Friday, June 18, and topics include "Information Visualization" and "Learning Environments." The \$170 fee for the symposium includes videotape, technical reports, handouts, book discount and lunch. University faculty & staff fee (University of Maryland and other academic institutions) is \$100.

Free registration without materials or lunch will be granted to full-time undergraduate and graduate students with space permitting. If you are unable to attend and would like a materials package, the fee will be \$70.

For more information and to register visit HCIL's website at www.cs.umd.edu/hcil.

Concert for India

The Association for India's Development is organizing a concert, featuring the maestros L. Subramaniam and Vishwa Mohan Bhatt at Tawes Theater, April 25 at 5 p.m. All proceeds go to fund AIDS eradication programs in Indian villages.

For tickets, call 513-0565, e-mail tickets@aidindia.org, e-tickets: www.aidindia.org/concert.

Shih-I Pai Lecture

Harry L. Swinney, Sid Richardson Foundation Regents Professor in Physics at the University of Texas at Austin, is the featured speaker for the fifth annual Shih-I Pai Lecture in Fluid Dynamics and Plasma Dynamics, Tuesday, April 27, at 4 p.m. in Room 1410 Physics Building. Swinney will discuss "Emergence of Patterns in Nonequilibrium Systems." A member of the National Academy of Sciences and fellow of the American Academy of Arts and Sciences, Swinney is director of the Center for Nonlinear Dynamics at the University of Texas at Austin. He also is a fellow of the American Association for the Advancement of Science, fellow of the American Physical Society, and member of the Johns Hopkins Society of Scholars.

He received his bachelor's degree with honors from Rhodes College in 1961 and his Ph.D. from Johns Hopkins University in 1968. Swinney was a faculty member of Johns Hopkins University, New York University and City College of CUNY before joining the University of Texas at Austin in 1978.

Sponsored by the Institute for Physical Science and Technology, the lecture features a reception from 3:15 to 3:55 p.m. in Room 1204 (Toll Lounge) Physics Building. For more information please contact Corrine Tavenner at 405-4877 or at tavenner@ipst.umd.edu.

The Art of Recycling

In recognition of Earth Day, April 22, the Parent's Association Gallery presents "Art of Recycling '99," an exhibit and month-long celebration of recycling. The competition and exhibition is designed to demonstrate that with creativity there is an artistic value from the use of recycled materials. The competition was open to all high school students in Prince George's County, as well as students attending the University of Maryland, Bowie State University, Capitol College and Prince George's Community College.

"Art of Recycling '99" was a juried competition with judging based on creative expression and innovative use of incorporating recycled materials in art work. At least 70 percent of the materials used in the art must be recycled. Medium was open.

The Honorary Chair is Frances Anne Glendening, the first lady of Maryland, who will attend the official opening of the exhibit at 7:30 p.m. on April 22. An awards ceremony and reception for the winners will be held at 7 p.m.

The contest and exhibit, sponsored by Citizens Concerned for a Cleaner County, celebrates the need to protect our environment through the display of new and creative ways to incorporate recycled materials into works of art.

The Parent's Association Gallery is located on the first floor of the Stamp Student Union, next to the information desk.

and danced by faculty member Christalyn Wright.

Tickets are \$8/\$5 senior and students with ID. For more information call 405-3198.

Human Computer Interaction

The Human Computer Interaction Lab is sponsoring a pre-symposium workshop and 16th annual symposium and open house. The workshop will be held Thursday, June 17, and topics include "Designing New Technologies for Children," "Zoomable User Interfaces," "Usability and Social Considerations in Online Community Design," and "Design and Implementation of Query Previews for Digital Libraries."

Workshop registration, which includes lunch and a handout, requires

